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Learning Analytics

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Three survey questions to help determine scrap learning and facilitate streamlining learning plans.

1. How long after you returned to work from the training did you get to use the skills taught?
2. Were the examples given during the training connected to the actual on-the-job experience?
3. Did you have ample time to implement the training/learnings prior to evaluation?

Suggestions to decrease scrap learning.

First, to cut down on scrap learning, an organization needs to measure the amount of scrap learning and locate the areas that need improvement. In the exercise given this week, using the industry standard of 34%, the company wastes $272,000 annually due to scrap learning.

Rather than eliminate programs, it would more efficient to re-design scrap learning into effective learning through planning and implementation. Learning efficiencies can be increased by uncovering the root causes of scrap learning. This can be accomplished by not only obtaining feedback from learners, but from instructors and managers as well. The most effective surveys would electronically collect both post-learning and on-the-job data. In addition to surveying personnel within the organization, comparisons to competitors would be extremely helpful if that benchmark data could be accessed.

Once scrap learning deficiencies have been discovered, then an organization can work toward re-writing and re-designing the trainings to be more effective and increase productivity.